

1. Educator Recruitment and Retention

- The State Board of Education (State Board) recommends amending Missouri Statute 163.172 to raise the minimum starting teacher salary to at least \$38,000 and to require an annual review by the Joint Committee on Education to ensure teacher salaries remain appropriate and competitive. The State Board also recommends continued funding to support the Teacher Baseline Salary Grant and Career Ladder Programs.
- The State Board of Education recommends that the legislature expand on the 2021 grants provided by relief funds to establish sustainable state funding to support a grant program for local education agency (LEA) Grow Your Own programs geared towards paraprofessionals/adults and/or middle and high school career and technical education (CTE) programs.
- The State Board of Education recommends the legislature establish a state fund to support LEAs in paying for both the increased minimum starting salary and for more competitive salaries overall.
- The State Board of Education will extend the work of the Blue Ribbon Commission on Teacher Recruitment and Retention to examine culture and climate in Missouri schools to ensure that teachers have access to a positive school climate in order to experience job satisfaction and best support student learning.

2. Safe and Healthy Schools

- The State Board of Education supports policies focused on developing intrapersonal and interpersonal skills for students that build resilience and employability skills so they can be positive, productive members of society.
- The State Board of Education supports legislation that would mandate a dedicated, yearly local board of education hearing to allow district residents the opportunity to provide input on school district curriculum.

3. Success-Ready Students and Workforce Development

- The State Board of Education supports requiring the use of an integrated advising system that connects career advising with academic support consistently across secondary and postsecondary institutions, and is informed by employers' current and anticipated needs.

4. Early Learning and Early Literacy

- The State Board of Education supports access to voluntary high-quality early learning opportunities for all Missouri children. We support phasing in a plan to allow LEAs to count 100 percent of 4-5 year olds in early learning programs in their calculation of Average Daily Attendance in the Foundation Formula.

5. Providing Access to Opportunity

- The State Board of Education supports continued full funding of the Foundation Formula, the school transportation formula, and an adjustment to the state adequacy target to ensure continued growth in the Foundation Formula.
- The State Board of Education recommends the legislature modify and fully fund the Urban Flight and Rural Needs Scholarship Program Fund established in Missouri Statute 173.232.
- The State Board of Education suggests that DESE work with stakeholders to examine best practices for voluntary public school open enrollment.